



# Statement of Inclusiveness

## LBGTQI+

### Introduction

The King David School rests upon the principles of inclusion, egalitarianism and social justice. To this end we welcome and respect all people from all cultures, backgrounds, genders and sexual orientations. These principles are drawn from Jewish ethics as exemplified by these quotes from Jewish literature.

“Behold how good and pleasant it is when all people live together as one.”  
(Psalm 133:1)

“The holy one, blessed be God, strikes us all from the mould of the first human and each one of us is unique.” (Mishnah Sanhedrin 4:5)

“Do not look at the container, but what is in it.”  
(Pirkei Avot 4:20)

The King David School is committed to creating a safe and inclusive environment for all of its students including LBGTQI+ staff and students.

### Actions

Specifically the School is committed to the following actions.

1. Ensure that all appropriate School policies specifically acknowledge the needs of LBGTQI+ staff and students.
2. Ensure that all related policies are fully enforced.
3. Support the student lead SAGA (Sexuality and Gender Alliance) group including activities they wish to conduct such as special days.
4. Ensure that all students and staff are fully trained in how to support diverse students and staff, and how to maintain an inclusive atmosphere.
5. Ensure that the Student Wellbeing curriculum covers discrimination and prejudice in all forms.
6. Ensure that the School Leadership addresses issues that arise for LBGTQI+ people on an individual basis, taking into account the rights and needs of individual students and staff.
7. Develop a section of the staff manual that has specific guidelines regarding language and other relevant actions related to gender diversity and sexual orientation.

### Outcomes

The outcome that King David would like to see is the full embodiment of our core principles; inclusion, egalitarianism and social justice. Practically this means that all members of the School community feel included and never suffer from discrimination at school. It also means that students build empathy and stand up for the rights of their classmates.

### Respect

The School respects the right of our staff and students to self-identify as they wish. The School will operate in a manner such that the individual feels respected and cared for at all times. This includes the use of chosen pronouns, names, dress, etc.

FILENAME	LAST UPDATED	LAST REVIEWED	PAGE
Statement of Inclusivity	July 2022	April 2023	1 of 2
Signature of Principal:		Date:	

## Communication

The School will promote its commitment through the following actions;

- Promotion through the school website
- The addition of a statement of inclusiveness in our email signatures
- Highlight the importance of inclusivity at school events like assemblies
- Display posters promoting inclusivity and diversity
- Surveying students to understand their experience
- Provision of an effective, confidential means of communication for students who feel harassed or discriminated against by students or staff
- A specific section on MyKDS for resources and information
- Diverse representation in school curriculum

## Staff Professional Learning

The School will regularly conduct professional development in topics including; inclusive language, sensitivity, classroom material, managing prejudice, avoiding gender stereotypes, group skills, etc.

## Procedures for dealing with complex issues and creation of individual plans

Issues may arise that challenge the historical practices of the school. These may be associated with such things as the use of toilets, school uniform, outdoor education, sport, etc. The School does not wish to adopt standard policies in this space rather it has a desire to work with students on outcomes that work best for the individual and the group. The following procedure outlines how a plan is created.

1. A discussion is held between the student, the YLC and a support person to define the issue.
2. The YLC brings the issue to the HOS.
3. YLC and HOS look at a range of solutions.
4. A meeting is then held with the student, parents (if appropriate), the YLC and a support person to discuss possible solutions.
5. The plan is enacted.

## Parental consent

The School assumes that a student and their parents/guardians are in agreement regarding the student's gender identity expression or sexual orientation. However, we acknowledge that circumstances may arise in which a student wishes to express their gender identity or sexual orientation without the consent of their parents/guardians. Such a situation will need to be considered carefully and each situation will be dealt with individually. Mature minors will need to be taken into consideration.

## Annual Review

The Senior Leadership Team will conduct an annual review of its procedures in this area. This will include a discussion of the issues that have arisen in the School community and whether our policies and procedures adequately address these issues.

FILENAME	LAST UPDATED	LAST REVIEWED	PAGE
Statement of Inclusivity	July 2022	April 2023	2 of 2
Signature of Principal:		Date:	